-7 85

1950-51 **File No.** 1258/48 (5)

B CLASS P.W **DEPARTMENT**

E **BRANCH** II

Subject:— Appointments

Draftmen & Tracers

(2)

BEK) 1951

File No. 1258/48 (5)

Etd. Sectt. Slip 24 A

E—Br. (II)

Std. Sectt. 78 a.

G.R., G.D., No. 2408, dated 22-6-22.]

Correspondence

DOCKET SHEET

Subject :—

File No. 1258/48 (5)

P.W. **DEPT.**

E **BRANCH.** II

References :—

Copies from the original file B[7]

Date.	To whom sent.	Notes and instructions.

/

1258/48(5)/84916.

P. W. D.

E.B.(II).

Resubmitted with reference to the notes at pp. 1-2 of c/s.

2. The probation period of Mr. S.N. Gaikwad, tempy. tracer, expires on the 28th inst. It is, therefore, for orders whether he may be continued beyond that date.

Thro' Hd.D'men and D.E.(R & B) I.

Id/-
25-2-50.

Mr. S.N. Gaikwad's work is quite satisfactory.

Id/-
27-2-50

Id/-27-2

Id/- yes

(R 28) 28-2-50.

E.Br.

1258/48(5)/21335.
P. W. D.

Mr. R.B. Kamga, tempy. tracer, who is not attending office since the 9th inst., has now submitted his resignation. Of late, there have been many cases, where tempy persons have unauthorizedly stayed home and subsequently tendered their resignations. This causes serious inconvenience to office. It is not desirable that this delinquency should go unchecked. It is, therefore, for orders whether D.O. may be issued warning all members of the staff that, if they remain absent from office and then send their resignations, their pay for that month will be forfeited.

2. Following the precedents, Mr. Kamga's resignation may be accepted from the 9th inst. and pay up to the

8th inst. may perhaps be allowed to him.

Id/-
17-8-50.

As in para. 2.

2. Re 'A' in para 1, I doubt whether the pay for the entire month can be forfeited. At the most, we can treat the period of unauthorised absence from duty as without allowances.

Id/-
21.3.50.

But can we not forfeit one month's pay in lieu of one months notice.? Is this condition of one month's notice not stipulated at the time of all the tempy. appts?.

Id/-
21-3-50.

9

1258/48(5)/21335.

P.W.D.

E.Br.

Resubmitted.

2. No undertaking is obtained from the tempy. persons at the time of apptt. that they should give one month's notice of their intentions to vacate their posts.However, orders have been issued in O.O.No.84 dt the 22-2-49, that unless notice is given sufficiently in advance requests from the tempy. staff for resignations will not be considered.In view of this, a fortnights' notice will suffice, but what is objectionable is that they remain absent from office for number of days on the pleas of ill health and then tender their resignations.Thus, their posts remain vacant for a considerable time, which results in dislocation of office work.It is in order to discourage this tendency, that the suggestion at 'A' overleaf is made.

Id/-
30-3-50.

We may insist on one month's notice. Non-Compliance will result in forfeiture on one month's pay.
Id/-
3-4-50.

Yes, such a condition should be stipulated in all further apptt. orders.

Id/-3-4-50.

E.B.(II). 1258/48(5).

P. W. D.

The question to be considered here is whether the incumbents of the post of Head D'men in this office may be subjected to the 16% cut in their pay on their confirmation, as the scale of these posts is adopted as mofusil one. In this connection following remarks are offered:-

a) The first and foremost point is that the two posts of Head D'men are the part and parcel of the estabt. of this Deptt. The difference between the Sectt. posts and these posts is only in the scales. As there are no Sectt. scales for the Head D'men, the scales which are applicable to other Head D'men in the local offices are adopted in the Sectt. only for the sake of administrative convenience. In all other matters the posts of Head D'men in this office fall in the line of Sectt. posts They are pensionable and the incumbents are not given any higher starting pay.

b) The 16% cut is imposed in the cases falling under the following category-

i) When persons working on the work-charged estabt. are brought on the pt. estabt. and

ii) When persons holding tempy. posts which form part of a separate estabt. are transferred to the pt. estabt.

c) The 16% cut in the above cases is justified for the following reasons:-

(i) When persons working on the work charged estabt. or holding the tempy. posts which do not form a part of the total estabt. are brought on or transferred to the pt estabt., they get all befefits which the pt. incumbents get viz pension, leave, etc., the work.charged estabt. and the tempy----------

tempy. posts are non-pensionable and the incumbents thereof are also given higher starting pay. When the persons holding the above mentioned posts are transferred to the Pt. estabt. this transfer is involved between the two altogether distinct estabts. Accourding to rules, persons transferred to the Pt. estabt. should therefore, get minimum of the scale of the pt. posts to which they are transferred but only 16⅔ cut is effected in their pay which they draw at the time of their transfer. Still they get more than the minimum of the scale of the Pt. post. This itself is a concession to them.

d) In the case of the incumbents of the posts of Head D'men in this office the above-mentioned factors are not applicable. They were neither on work-charged estabt. nor on tempy. estabt. which forms part of a separate estabt. One post is pt. and the other post was created together with other tempy. posts in this office due to general increase in the work and subsequently, most of the tempy. posts including those of the Head D'men have been converted into Pt and pensionable ones with effect from the 1-3-1949 and the incumbents there of have also been confirmed against these posts with effect from the same date. The above tempy. posts were part of the total estabt. of their office and were in addition to the cadre. Hence, the incumbents thereof automatically get the benefit of their past service according to rules.

e) The incumbents of the two pt. posts of Head of D'men in this office are:-

1. Shri S.G.Gogwekar.
2. Shri S.K.Bhatia.

Shri Gogwekar is holding the post since the 4-6-1945 which is subsequently conveted in to Pt and pensionable one. He was given the minimum of the scale. No higher starting pay was allowed to him. Similarly Shri Bhatia who is a displaced person, was given on his apptt. to the other Head D'men's post in this office, the same

same pay which he was drawing in Pakistan, i.e. he has also not been given the higher starting pay.

f) In the circumstances explained above, the principles which are to be applied for effecting 16% cut, on confirmation, in pay of person who are on mofussil scales, are not, in any way, applicable to the incumbents of the post of the Head D'man in this office. Hence, the 16% cut in their pay on their confirmation may not be effected. If approved, the F.D. may see U.O. for remarks, if any in the matter.

Id/-
9-4-51.

Id/-
12-4-51.

Id/-
12-4-51.
S.A.S.
D.S.

u.o.r. to the F.D. dt. the 13th April 1951.

Finance Deptt. Viii

It is difficult to understand from these papers the specific point that is to be considered in F.D. The scales precribed for the posts of draft man and head draftman in Bombay are both mofussil scales. If the incumbents of the posts were already holding the posts on the regular establishment-as distinguish from work-charged established-their pay on confirmation may be fixed under the normal rules.

2. Regarding the portion side-lined 'B' on p.1 ante it is presumed that the posts od D'men and H.D.D'men are transferable to the mofussil offices.

20-4-51.
D-S (S)
u.o.r. to P.W.D. dt. 23/26-4-51.

Id/-
1-4-51

1258/48(5)
36567

P. W. D.

F.Br.

Submitted with reference to this Deptt. u.o.r. dt. the 13-4-51.

2. The F.D. states that it does not understand the point that is to be considered in that Deptt. It may be stated that what is sought by this Deptt. is that the 16⅔ cut in a salary which is applied to persons when they are transferred from work-charged estabt. to permt. estabt. may not be made applicable to Shri Gogvekar and Shri Bhatia on their confirmation as Hd. D'men in this office, as they have been throughout on the permt.estabt.

3. The presumption made by the F.D. in para 2 of its note overleaf is not correct .The posts of Hd. D'men in this office are not transferable to mofussil offices.

4. The F.D. may see u.o.

Id/-
10-5-51.

Id/-
10-5-51.

u.or. to the F.D.dt. the 12th May 1951.

Finance Department VIII.

Submitted with reference to office note dt. 20-4-51.

2. Shri Gogvekar and Shri Bhatia were officiating on the permanent establishment, and they are now to be confirmed as Head Draftmen. The question for consideration is whether the 16% cut in salary should be applied to these persons. The 16% cut is enforced when bringing on permanent establishment a person from the work-charged establishment. This is done in view of the practice of giving higher starting pay to persons appointed on work-charged establishment. It is not known whether Shri G.& B were given starting pay on their initial appointment. However as they were all along borne on the regular establishment it does not appear necessary to impose the cut unless it be a practice in the P.W.D. to impose such cut when confirming a person who was given a higher starting pay.

the p.w.d. states that no higher starting pays were given to them.

I agree.

3. So far as para 3 of the P.W.D. note dt.10-5-51 is concerned it may be stated that the posts of Head Draftsman are the isolated posts in the P.W.D. Secretariat which are on the mofussil scale. As the posts are not ttransferrable to the mofussil it would appear desirable to prescribe a city scale for them. The incumbents of the posts are at present getting c.l.a. and h.r.a. If a suitable Bombay scale is prescribed for these posts there would be some saving on account of the xi c.l.a. and h.r.a. P.W.D. may be requested to suggest a suitable city scale for the two posts.

Id/-
24-5-51.

See marginal remarks.

The suggestion in para. 3 above need not be considered at present till the question of forming a spparate chief Engr's office is finally settled.

Id/-
26-5-

g(5)
u.o.r. to P.W.D. dt. 26-5-51.

1258/48(5)/21335.

O O No. 684.

P. W. D.
Bombay 24th April 1950.

Many casses have occured recently where tempy. persons have stayed home for a ~~max~~ No. of days on the plea of ill health and sunsequently tendered their resignations and thus causing serious dislocation in office work. All tempy. members of the P.W.D. Sectt. staff are, therefore, informed that they must ~~give~~ ~~one~~ one month's notice of their intention to vacate their tempy. apptts. Failing which their pay for that month will be forfeited or other disciplinary action will be taken.

Asstt. Secy. to the Govt.
of Bombay. P.W.D.

Id/- 18-4-50.

No.1258/48(5)-F Letter

1258/48(5)
46690

P. W. D.
B.C.(Bombay No.1)
12th June 1951.

To.

The A.G. Bombay(through the F.D.)

Subject:- Refixation of pay of Shri S.G. Gogvekar and Shri S.K. Bhatia, Head Draftsmen in the P. W.D. sectt.

Govt. is pleased to direct that the 16⅔ cut in the pay of Shri Gogvekar and Shri S.K. Bhatia, H.D. D'men in this ~~appl~~ office should not be imposed, on their confirmation, as they are borne on the regular estabt. of the P.W.D. Sectt. It is, therefore, not necy. to refix their pay on their confirmation.

By order etc.,
Assist. Secy.

D.A. nil 7/6/51 Copy to the F.D. for information

Copy to the F.D. for information .

Id/-
7-6-51.

Id/-
16-6-51.